



## Code of conduct

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### Introduction

Voices of Deakin is a grassroots volunteer-driven, not-for-profit group, which believes that diverse people, perspectives, and experiences make communities stronger.

If you are interested in the idea of building a stronger community, and in achieving a more inclusive and successful model of political engagement, then you are welcome—regardless of age, gender or sexual identity, disability, ethnicity and nationality (and any other group not listed).

To maintain a healthy and inclusive environment, it's important that everyone in Voices of Deakin knows the expectations for participating in it, and to that end, this Code of Conduct (Code) is provided.

### About the Code of Conduct

The Voices of Deakin Steering Committee is responsible for organisational culture, and we commit to fostering a welcoming, diverse, and engaging community group. We want to project an authentic image of being focussed on community outcomes and the needs of the community—we are doing politics differently, and would like to see a move away from political game-playing.

Our Code has been developed with this key objective in mind and aims to ensure our activities are conducted in a transparent, respectful, and welcoming environment. If you have an idea for making these expectations more clear, more inclusive, or more impactful, please let us know.

If you become actively engaged in our community work, you will be asked to read and accept our Code, and are expected to adhere to it, particularly when wearing a Voices of Deakin t-shirt, or sitting near our conflutes, banners and logos.

### Values and behaviours

It is expected that everyone will adopt the following behaviours:

- **Honesty and integrity:** be truthful, sincere and act in accordance with values—even when it's difficult.
- **Consideration and respect:** be mindful of others and ensure everyone feels respected and appreciated. Do not discuss other political candidates or the incumbent in a negative manner.
- **Diversity and inclusion:** appreciate differences in opinions, beliefs, and backgrounds to create a sense of safety and belonging—everyone is comfortable being their authentic selves.
- **Unity and kindness:** promote positive relationships over division, to create a more inclusive society.
- **Generous and active listening:** communicate with an open mind and value all opinions, even if they don't align with our own.
- **Positivity and purpose:** strive to do things better and be our best selves to achieve better outcomes.
- **Educate and grow:** promote reasonable, respectful, informed discourse based on facts, and giving and gracefully accepting constructive feedback.
- **Lawfulness and accountability:** promote transparency, trust, and community confidence in what we are doing.

## Lawful conduct

Voices of Deakin is strongly committed to complying with all applicable laws, including privacy laws and the protection of personal data. In accepting this Code, you agree to act lawfully, ethically and in accordance with State, Federal and local laws at all times.

## Responsibilities

In accepting our Code, you are expected to know and follow it, to behave ethically and professionally, to promptly share your concerns if you see or suspect misconduct, and to co-operate fully with any investigations into misconduct.

Please feel free to ask questions if you are ever unsure of what to do.

## Reporting Guidelines

Instances of abusive, harassing, or otherwise unacceptable behaviour may be reported by contacting [hello@voicesofdeakin.org](mailto:hello@voicesofdeakin.org).

The Steering Committee commits to reviewing, investigating, and responding to complaints promptly and fairly, and to taking any necessary and appropriate actions. We will always put your privacy and security first, and respect the privacy of anyone who submits a report.

If your behaviour is found to be in breach of the Code, you will receive one warning. If your behaviour persists, you will be removed from our community. In serious breaches, you may be removed immediately.

## Volunteer safety

### Physical safety

The safety of our volunteers is of paramount importance. Always ensure that you are safe and that other volunteers and members you are with are safe. If at any time you do not feel safe while volunteering for Voices of Deakin, remove yourself from the situation and report the incident to a member of the Steering Committee. In a case of imminent danger, please contact the police or relevant emergency services.

Please speak up if you feel uncomfortable or unsafe—physically or emotionally. You can speak to another volunteer, a member, or the Steering Committee. We encourage suggestions that will help everyone to feel physically and emotionally safe.

### Health and wellbeing

When out volunteering for Voices of Deakin, ensure you always have a hat, water, phone, sunscreen and weather/work appropriate shoes and clothing. We also recommend you bring a snack and take breaks as you need them.

We also encourage our members and volunteers to be mindful of their emotional wellbeing. It's important to manage energy levels and balance your volunteering commitment with the rest of your life – if you need to take a break from helping us, please do so any time you need to—you will always be welcomed back when you are ready to re-engage.